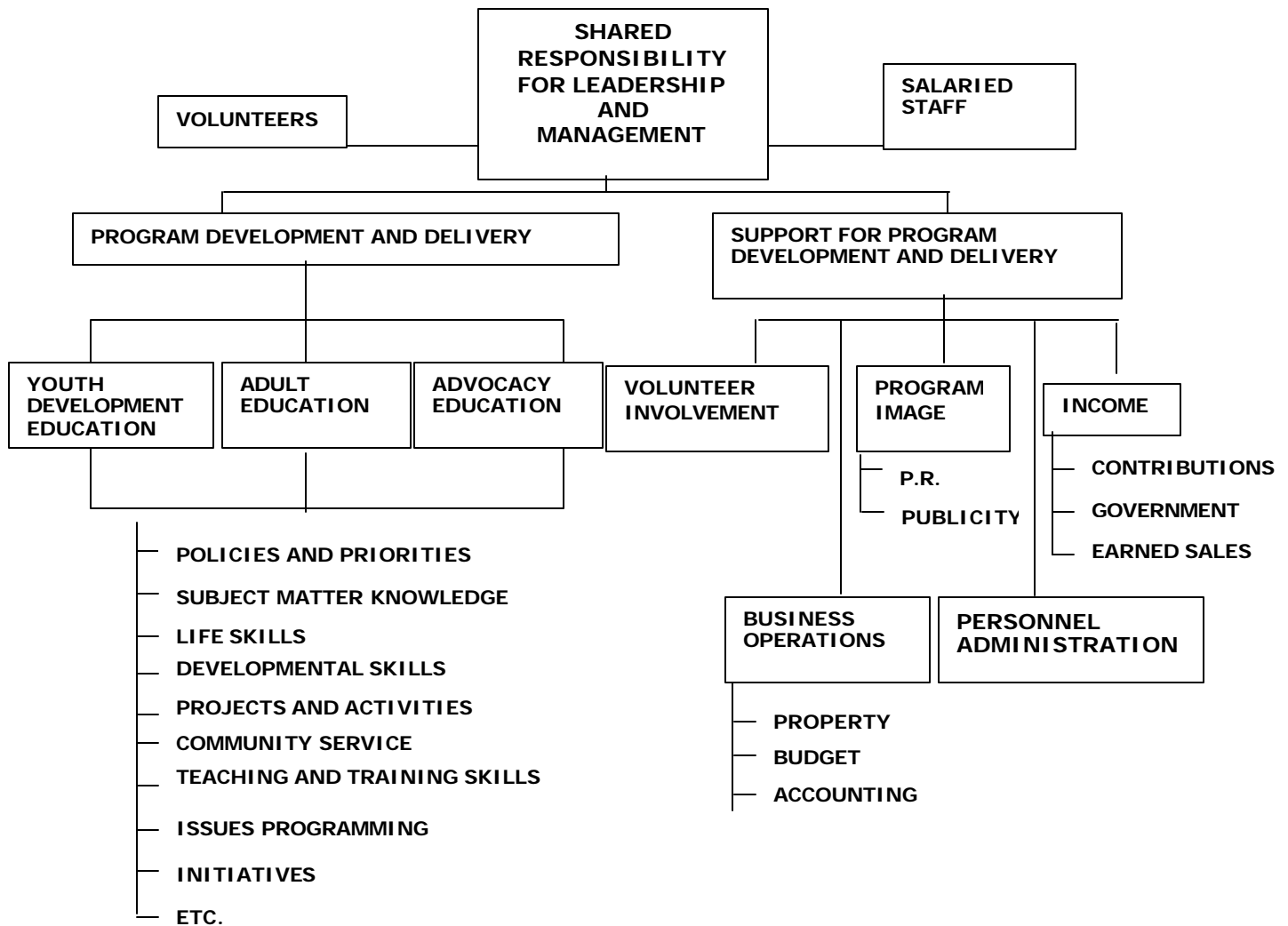


Organizing to Make the Vision Happen

“Adjust the organizational chart?! No, wait! Anything but that!” Trying new things, reaching new audiences, and involving new people often means doing business in a new way. Even the organizational chart may need a change or two. These examples show ways county 4-H volunteerism teams have structured their program to involve middle management volunteers in a variety of traditional and innovative roles.

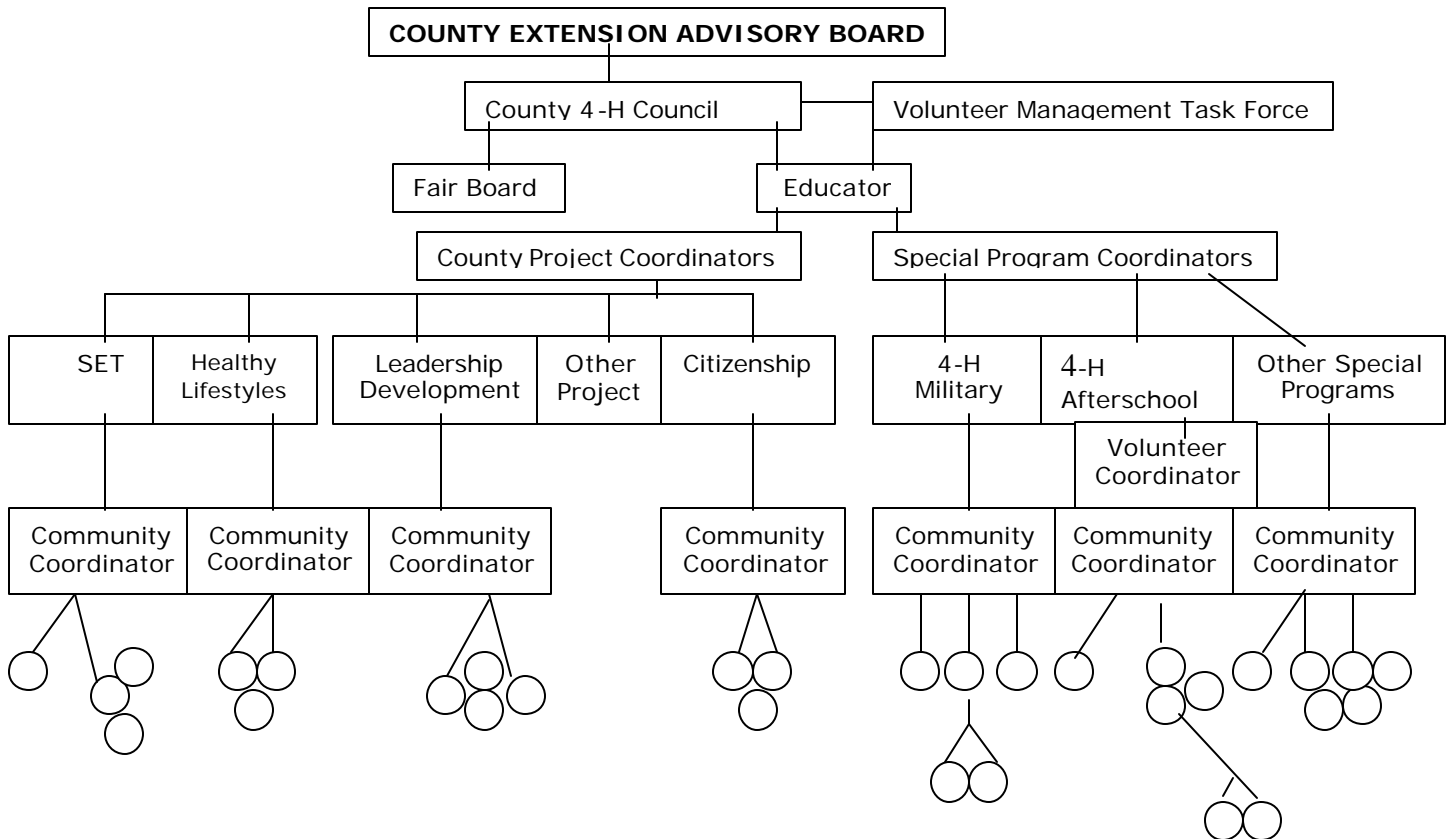
The following generic model of an organizational chart from the Kellogg Foundation-funded Volunteers for the Future Project shows staffing that delivers the work that carries out the mission of an organization.

A FRAMEWORK FOR THE WORK TO BE DONE IN YOUTH DEVELOPMENT EDUCATION



Organizational Charts

Organizational charts can help you visualize the various ways positions within your local program fit together. These examples show ways volunteer coordinators enhance your total program. There are no right or wrong ways to include volunteer coordinators, so your structure won't look exactly like these. These models should be helpful, however, in your own planning process...if you use them to trigger your own thinking.



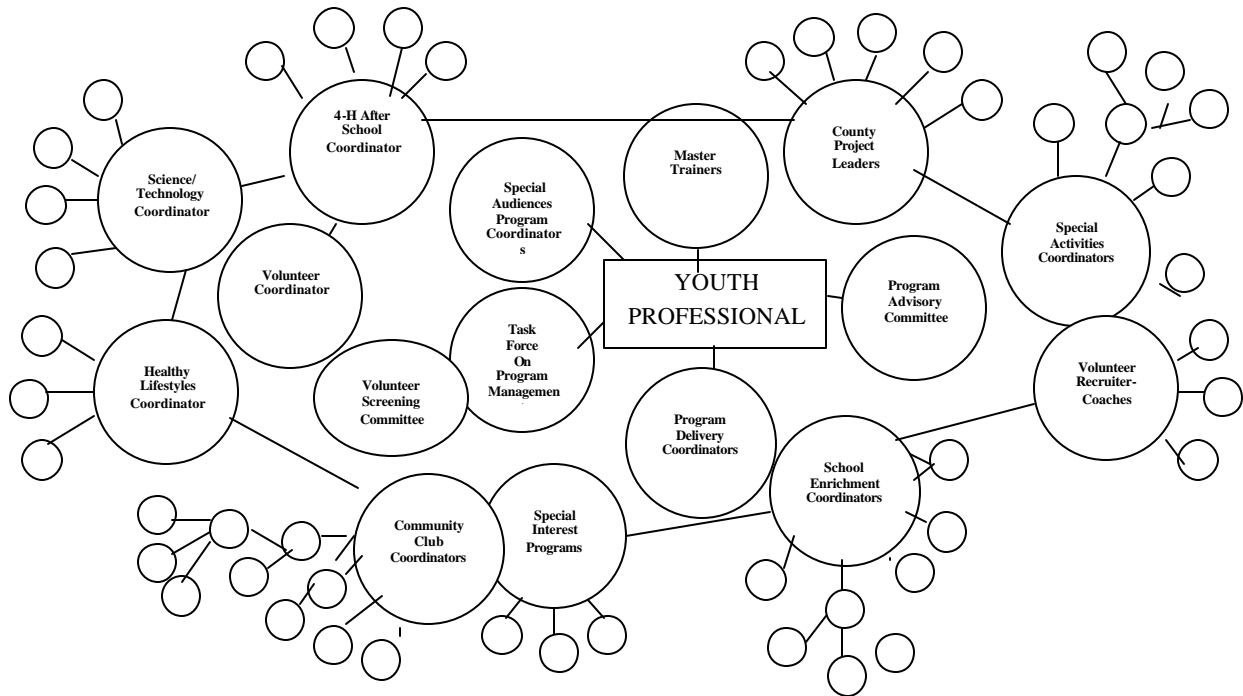
In this diagram, circles are the 4-H units that include participants, leaders, and parents in clubs, school enrichment, special interest programs, and collaborative efforts with other agencies. On this chart, the volunteer coordinators perform a variety of functions including project coordination, fundraising, mentoring leaders, special activities and events; publicity and public relations, volunteer recruitment and screening; training and orientation.



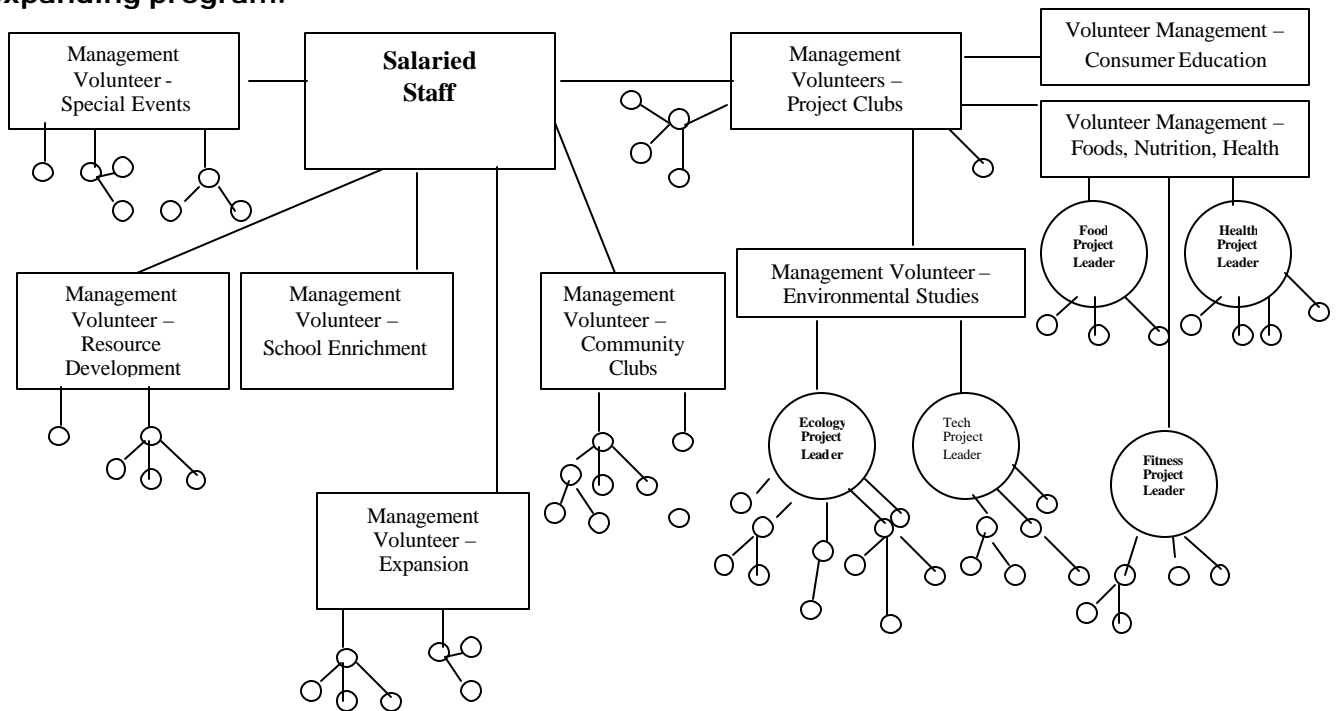
Volunteerism for the Next Generation



This diagram models other options for structural design.



This diagram shows a variety of ways volunteer coordinators might function in an expanding program.



Imagine the frustration for one person coordinating a complex program with management volunteers!

What works for you? Diagram an organizational structure that incorporates management volunteers into a plan doing what's needed for your youth population.

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Volunteerism for the Next Generation

